

Internships: Building a Diverse Talent Pipeline for Port industries

Commissioner Stephanie Bowman
June 26, 2019



In May, 2016, the Port of Seattle experienced an enormous spike in positive community perceptions about our work:

9000 hits on our website in one week

483 job applications

8 out of 10 residents agreed a new port program was the single most important community benefit we provided

Port of Seattle Internship Program

The WHY:
Port of Seattle = Opportunity

Goal #1: Raise Awareness of & Increase Support for our Work

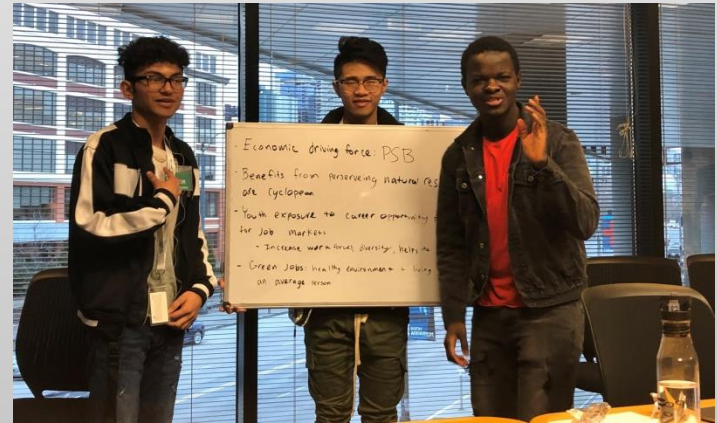


"...I loved this job, and after seeing the career paths that are here in AV OPS, I've decided to pursue ADM. Maybe I'll even get to work at Sea-Tac one day, or even intern again as a college intern. So thank you for setting something up that changed my path in life for the better."

Human Resources | Public Affairs | Workforce Development

Goal #2: Build a Diverse Talent Pipeline for the Port and Port Related Industries

- High School Interns come from 37 different schools
- 77% of high school interns were youth of color
- 45% of all interns were women
- At least 59 interns over the last 20 years have been hired as full time employees.



2/3 of today's young workforce say that diversity and inclusion is important to them and people stay where they feel welcome and accepted.

Goal #3: Lessen the Opportunity Gap Among Underrepresented Youth in King County

- Partner with community organizations
- At least 47% of high school interns come from low income families
- At least 6 interns were youth with disabilities



"I feel like I'm providing for my family even more. I learn new things here. I feel accepted for who I am and what I want to achieve in the future."

The “What”: Nuts & Bolts of our Program

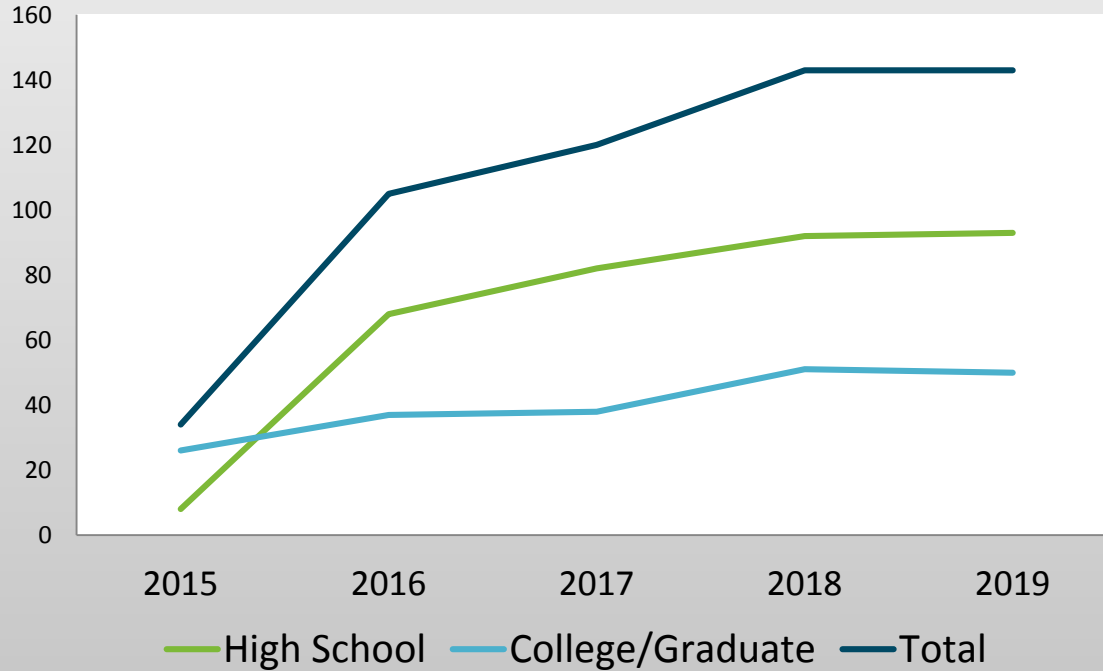
Port of Seattle Internship Program

At least 90 local High School Students and 30 College Students Internships a year

- Spring: Port Youth Ambassador (Part-Time)
- Summer: Full-Time Internship (6-week)
- Fall: Marine Maintenance and Aviation Career Pathways Programs (Part-Time)



Internship Placement



= In four years,
From 34 to 158

Summer Internship Program Timeline



Timeline	Events
Week 1	3-Day Orientation
Week 1 to 6	Cohort Projects (High School) Speaker Series (College)
Week 2	Networking Event
Week 3 & 4	Career Awareness Events Facility Tours
Week 5	Career and Education Fair Mock and informational Interviews (College)
Week 6	Graduation Luncheon

The “How”: Outreach Strategies & Community Partnerships

2018 Outreach Strategies: Be Intentional

- Increase non-profit partnerships
- Present at local schools and career fairs
- Lead workshops on resume writing and interviewing
- Send postings to campus job sites, career centers and counselors
- Partner with Port Employee Resource Groups
- Public Affairs advertising, social media posts, and Facebook Live event



Leverage community partnerships



Organizations that:

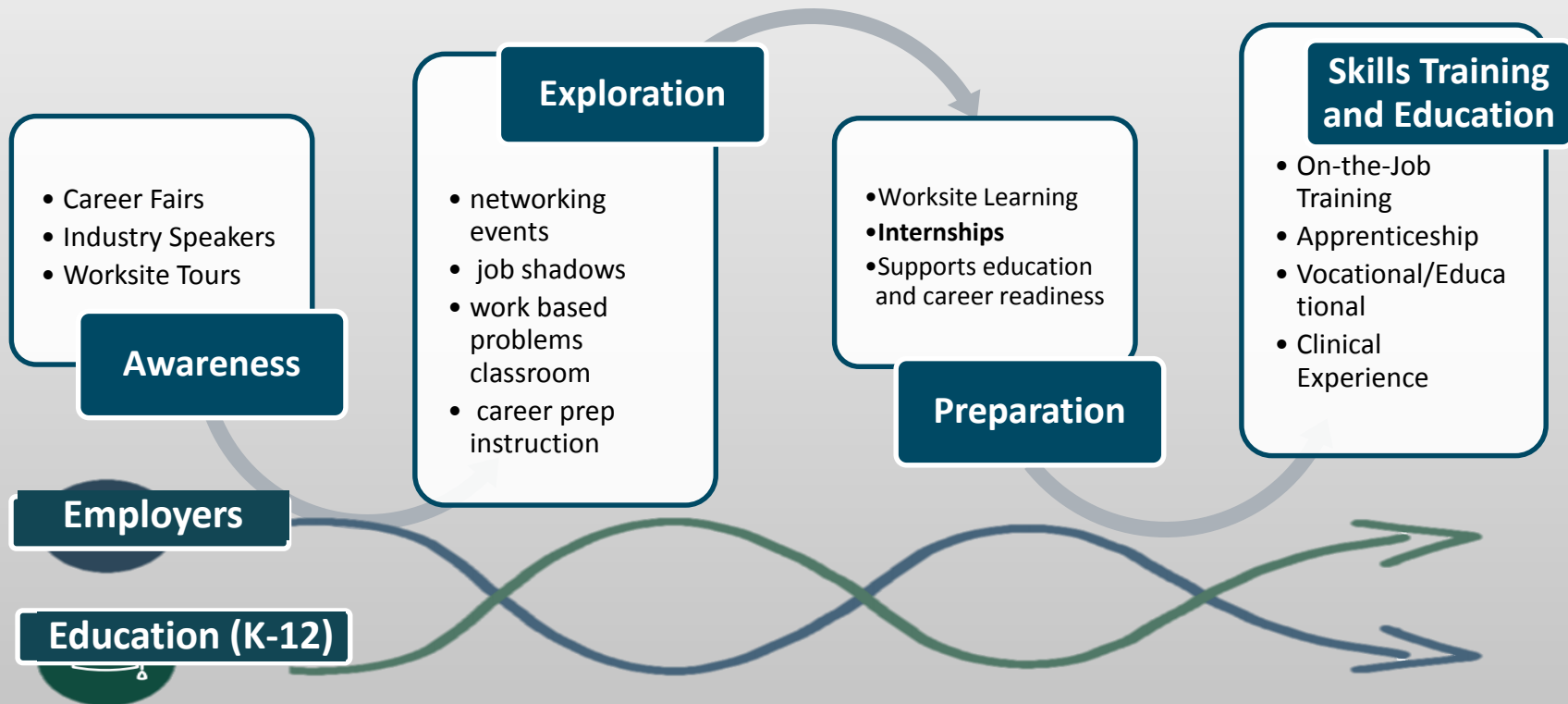
1. Work with local low-income youth
 - Boys and Girls Club
2. Organizations that work within Port impacted communities
 - Duwamish Valley Youth Corps
3. Organizations that offer workforce development training for youth
4. School Districts, Skill Centers, Community Colleges
5. Industry partners
 - Maritime companies & other Airports

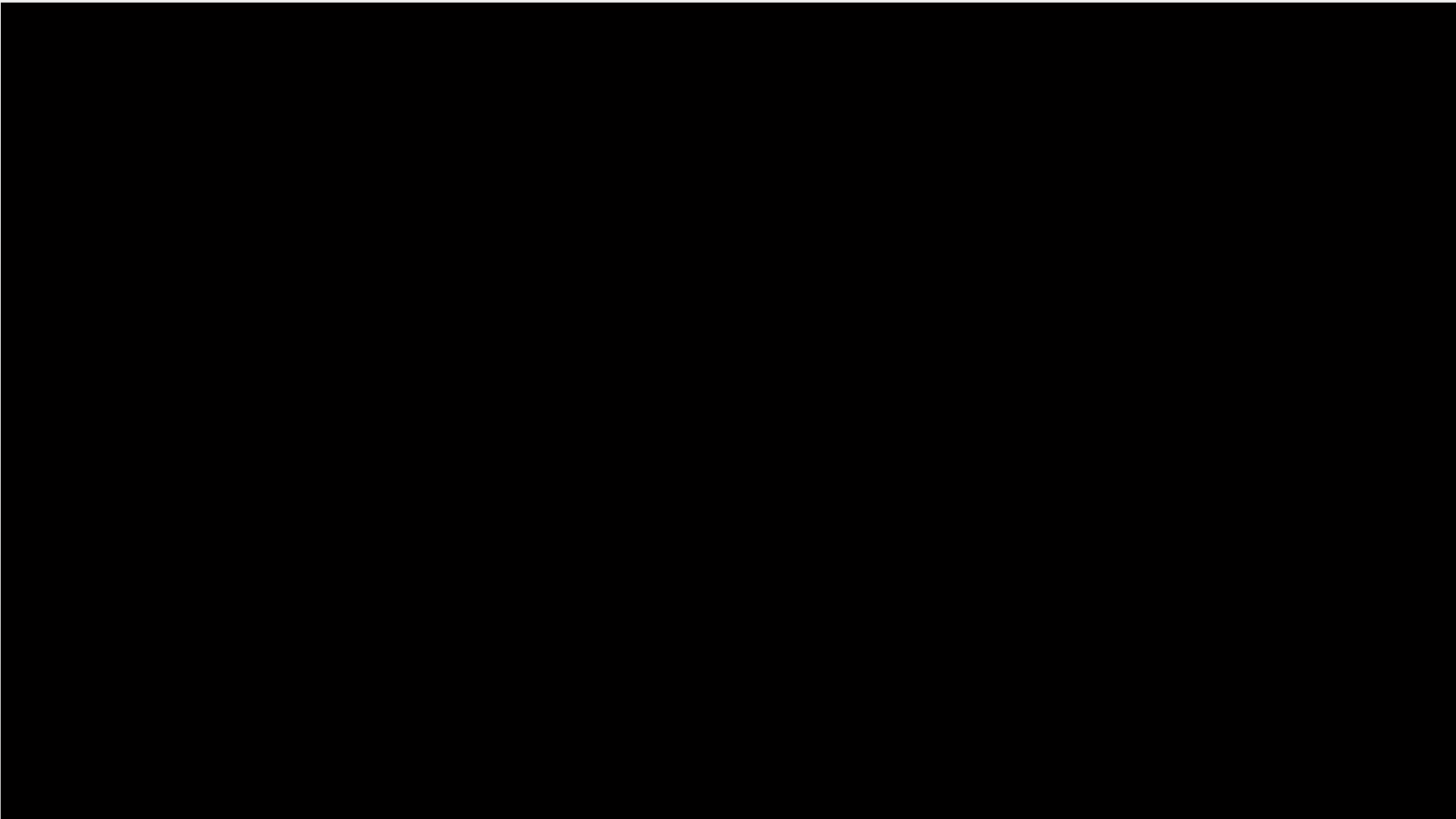
7 Lessons Learned

1. Pay your interns – good talent does not come for free!
2. Provide Resources – need dedicated staff and a budget to put together a quality program
3. It takes a Village – More than 200 Port employees, plus the interns to make a program successful
4. Be creative Don't limit your program to just the summer
5. Include other services - add to your budget to provide wrap around services e.g. safety boots, bus pass, food cards
6. Leverage community partnerships
7. Part of a larger workforce strategy → Career Connected Learning

What does success look like?

Part of a Larger Workforce Development Strategy: Career Connected Learning





Thank you

